

To: Education and Children's Services Policy Board

On: 9 June 2022

Report by: Director of Children's Services

Heading: Children's Services Service Improvement Plan 2022-2025

1. Summary

- 1.1 This Service Improvement Plan for Children's Services covers the period from April 2022 to March 2025. The Plan identifies the priorities being addressed, the key tasks to be implemented, the implementation timetable and our measures of success. The Service Improvement Plan sits beneath the Council Plan, Community Plan, Risk Management Plan, and the Workforce Plan to form a suite of documents which provide the strategic direction for the service. The service also makes a major contribution to the delivery of both the Renfrewshire Children's Services Partnership Plan and the Community Justice Renfrewshire plan. The Service Improvement Plan is included as Appendix 1 to this report.
- 1.2 This report also provides an overview of performance against the actions and measures set out in the Service Delivery Plan 2021/22. Service Delivery Plans were implemented for one year only and focused on what each service would deliver to support residents, businesses and communities through the pandemic and into a recovery phase. A detailed outturn report is included as Appendix 2.
- 1.3 A mid-year progress update on the Service Improvement Plan will be submitted to the Education and Children's Services Policy Board in the Autumn of 2022.

2. Recommendations

- 2.1 It is recommended that the Education and Children's Services Policy Board:

- (a) approves the attached Service Improvement Plan;
- (b) notes the progress made in delivering the Service Delivery Plan 2021/22;
- (c) notes that mid-year progress with the Service Improvement Plan be reported to this Board in the Autumn of 2022, and;
- (d) notes that a revised Service Improvement Plan will be presented to this Board in Autumn 2022.

3. Background

- 3.1 Children's Services is responsible for the delivery of social work services to children and families, criminal justice social work, and early years, primary and secondary education. Much of what the service does is statutory; that is, there is a legal requirement for the Council to provide that service. Service delivery is a mix of universal provision (such as education), targeted provision (such as children's houses for accommodated children and young people) and specialist support (for example, criminal justice social work court services).
- 3.2 The service accounts for over half of the Council's overall budget and delivers a range of provisions, including:
 - 50 Primary Schools;
 - 11 Secondary Schools;
 - 15 Early Learning and Childcare (ELC) Centres and 23 ELC Classes.
 - 2 Schools for children and young people with Additional Support Needs;
 - Social Work Fieldwork Teams;
 - 4 children's houses;
 - Supported accommodation for young people leaving care;
 - Criminal Justice Social Work (Fieldwork, Unpaid Work service; Throughcare; Women's Community Justice; Court Services; Drug Treatment and Testing Orders);
 - Fostering and Adoption services; and
 - Kinship Care.
- 3.3 Children's Services has an approach which is strongly focused on prevention, early intervention and providing additional support for the most vulnerable. Whilst children's health services sit within the Health and Social Care Partnership (HSCP), a key priority of both organisations will be the continuation of effective integrated working.
- 3.4 The Service Improvement Plan provides elected members with an opportunity to review the work of Children's Services and consider and decide upon policy options as necessary. Service Improvement Plans are refreshed annually to allow each service to consider the context in which they operate, and revise plans where appropriate.

- 3.5 Service Improvement Plans link the Council Plan and Community Plan priorities to strategic and operational activity within the service. These support employees to understand how their role contributes to the Council delivering on its objectives. A new Council Plan is due to be published late summer 2022. The priority actions set out in Section 13 of the attached Service Improvement Plan detail the specific actions the service will progress to support the Council's priorities and help deliver improved outcomes for Renfrewshire children, young people, and families.

4. Key Achievements 2021/22

- 4.1 Throughout 2021/22, Children's Services targeted resources to ensure all statutory obligations were met. Staff adapted their approaches and worked collaboratively to minimise the impact of the challenges stemming from the Covid-19 pandemic, focusing support on individuals and families disproportionately impacted by academic disruption, reduced opportunities for socialising and economic stress. In some instances, service actions and improvement activity has been delayed or paused owing to the emergence of priority work. In these situations, the service has worked hard to re-direct its resources and support those areas in greatest need. Actions and improvement activity that did not meet its original target will be reviewed and incorporated into subsequent service planning if aligned to revised priorities.
- 4.2 Curriculum for Excellence attainment data shows that the Covid 19 pandemic had a negative impact on attainment, not only in Renfrewshire but across Scotland. It is important to note that Renfrewshire remains above the national average across all stages and curricular areas. The service has already made good progress in responding with targeted and evidence-based interventions to support schools in literacy and numeracy.
- 4.3 Work with key partners continues to ensure our curriculum supports each learner's journey, equipping them with the knowledge, skills, and experience to be successful in school and life beyond school. This session, we developed the Renfrewshire Senior Phase offer, which has broadened the scope and number of courses and opportunities available to this group of young people. Data shows a record number of young people entered a positive destination after leaving school, surpassing the national average for the last two years. This evidences the strength of our curriculum and learning pathways, and the relentless focus on working closely with them their families to provide all necessary advice and support.
- 4.4 Results from the Alternative Certification Method put in place for 2020/21 show that Renfrewshire performs well in delivering positive outcomes for school leavers. Renfrewshire's young people have performed well at all qualification levels, with higher attainment at SCQF levels 5 and 6 than the national average.
- 4.5 A new multi-agency service called Ren10 has been launched to improve families' access to health and wellbeing support. Ren10 provides appropriate and proportionate help at the right time and focuses on bridging the gap

between universal services that deal broadly with wellbeing and the highly special support for more severe mental health conditions. Ren10 is part way through implementation (end year 1). Key activity has included the development of Non-violence Resistance Approaches, Child Psychology Parent Drop Ins, inter-agency training and extensive digital supports have also been established. Interventions are framed within a context of open access to ensure families who believe they will benefit can seek support timeously. Over 1000 children and young people have been directly supported by a Ren10 resource, 125 of whom were care experienced. The added value of the partner collaboration has been critical to Ren10's success, and previously distinct services and teams are more integrated and benefit from enhanced communication.

- 4.6 Very good progress has been made in supporting the implementation of The Promise in Renfrewshire and raising its profile throughout the Partnership. A Promise Ambassador was recruited in July 2021 to support the implementation of The Promise across the local authority and drive forward the key recommendations of The Independent Care Review. A large component of this role has been to raise the profile of The Promise through engaging with a wide range of staff teams and partners. Through awareness raising sessions, points of interest and relevance are highlighted to ensure all partners understand what role they play in ensuring that care experienced children and young people are appropriately supported. To support this work further, a set of values have been developed for professionals to #KeepthePromise. Promise Keepers are formally recruited and are responsible for acting as a champion for The Promise, ensuring that the recommendations and priorities remain at the forefront of discussions around service delivery and design. Good progress has been made to establish The Promise Self-Evaluation tool, which will be used to identify areas of best practice that can be shared to encourage partnership learning between staff teams and identify where services require further support to fully implement The Promise.
- 4.7 The service continues to evidence effective partner collaboration and the added value in terms of children and young people's outcomes. Work is underway through the Renfrewshire Children's Services Partnership to enhance the opportunities for data coordination. This strategic approach will ensure outputs from engagement activity are multi-purpose and are facilitated by the organisations/partners with the most appropriate relationship to the target group(s). Early work has also been progressed to develop a consistent approach to evaluation for those working with children and young people, ensuring evidence of impact is appropriately captured, particularly among third sector and community organisations.
- 4.8 Good progress has been made in delivering health improvement activity across Renfrewshire's school establishments. A substantial programme of early intervention and prevention work has complemented support provision around key areas such as emotional literacy, substance misuse, relationships consent and coercive control. Significant work has been progressed through the Mentors in Violence Prevention Programme (MVP) to help young people

understand how to keep themselves safe and healthy in their personal relationships. In secondary schools, peer mentoring programmes have supported younger learners to consider and discuss different scenarios such as behaviour online, the use of harmful language, coercive control, gender labelling, alcohol, and consent. In the last year, the MVP programme has been expanded with the development of a whole school approach (including teaching staff and support staff, business support and Active Schools) to maximise impact. Work is underway to offer training to Third sector partners involved in the Early Actions work, community sports clubs and other voluntary organisations such as Renfrewshire Scouts. This multi-agency approach enables the coordination and targeted deployment of skills and resources across various settings, resulting in consistency of language and message across all stakeholders.

- 4.9 Justice Social Work services has continued to support court and tribunal services, managing and supporting people with convictions, on community orders and on release from custody, with particular emphasis on those with high levels of need and those who present a risk to the community.
- 4.10 Working practice has adapted in accordance with safe working requirements to ensure the health and wellbeing of staff and clients. The service has worked hard to overcome challenges in terms of client accommodation and transport, particularly in terms of capacity constraints. The service has also taken steps to meet the increased demand for weekend provision, owing to a higher number of clients in weekday employment.

5. Progress against performance measures

- 5.1 Children's Services has 32 performance indicators covering services which fall under the remit of this policy board. Of these, 11 are collected quarterly over a financial year (1 April to 31 March) and 21 are annual indicators measured over an academic year (1 August to 31 July). Almost all the annual indicators measure academic attainment and due to the time lag before figures are published, these are reported one year behind.
- 5.2 The Alternative Certification Method put in place for 2020/21 mean the assessment undertaken by young people and associated results are not directly comparable with previous years. However, Renfrewshire continues to show robust performance and continuous improvement against many of the measures. The percentage of school leavers achieving SCQF Level 5 in literacy and numeracy has increased, with Renfrewshire ahead of both the national average and virtual comparator. Although the ambitious target for the percentage of leavers attaining SCQF Level 4 in literacy was not met in 2021/22, results show long-term improvement and performance beyond the national average and virtual comparator. Average tariff scores for S4 and S5 pupils also increased in 2021/22, showing improved yearly and longer-term performance.
- 5.3 Notable improvement was recorded regarding the average total tariff score of care experienced children, with performance significantly exceeding set

targets. The percentage gap between the total tariff score of care experienced children (school leavers) against the general leaver's cohort reduced, showing improved educational outcomes for this priority group.

- 5.4 Stay-on rates remain high, with most pupils choosing to stay in school until at least S5. There is also evidence of an increase in the number of pupils moving on to further education and employment, with above average national performance and signs of an increase in employment opportunities.
- 5.5 Wherever possible and appropriate, Children and Families Social Work aim to place Looked After and Accommodated Children within a family setting. The service continues to deliver this for over 89% of accommodated children and is successful in attracting and retaining foster carers. Children and young people who leave care have a right to the Council's throughcare services. In 2021/22, these services exceeded the target for the percentage who were in education, employment, or training, reflecting the service's focus in this key activity area.
- 5.6 Some indicators did not meet the aspirational targets set for them in 2021/22. The percentage gap in average total tariff score of school leavers resident in SIMD 30% most deprived and those from the 70% least SIMD deprived Renfrewshire areas has remained the same since 2020/21, with Renfrewshire achieving a figure of 34% against a target on 32%. Over the longer term, Renfrewshire has made progress in closing the poverty-related attainment gap, and the service will continue its focus in this while striving to continue to raise attainment for all.
- 5.7 Children's Services works closely with colleagues in Communities and Housing to prevent homelessness for young people, particularly our care-experienced young people. The service aspires that no care experienced young people it works with will experience homelessness. In Q4 2021/22, 2% of this group presented as homeless, which equates to fewer than five individuals. By homeless, we mean a person with no tenancy or permanent residence of their own, rather than a rough sleeper. All three young people were either living with family members or provided with temporary accommodation when they contacted services. It remains a priority for both services to ensure that no care leavers find themselves without a home, and this challenging target will remain in place.
- 5.8 The percentage of new unpaid work orders completed by the required date has continued to show robust performance, with 90% of orders complete over the course of the year, against a target of 75%. This evidences the service's efforts to target resources to areas of greatest need, with workloads being prioritised to respond to the court system's efforts to clear their backlogs. Efforts will be made to sustain this performance in the coming months.
- 5.9 Other justice performance measures have failed to reach their target for the quarter. This is due in part to the changes in some court activity which has disrupted justice service processes, challenging tight timescales for initial activity on orders. More detail is provided in Appendix 2 below. The service

continues to adapt to progress high priority work for those individuals most in need.

- 5.10 The percentage of Stage 1 and 2 complaints responded to within timescales agreed with customers has fallen to 88% and 65% respectively over 2021/22, against targets of 95%. The number of complaints received over the period is low, meaning those not responded to on time have a large bearing on the overall percentage. There were only 4 late responses in the last quarter of 2021/22. Complaints dealt with at Stage 2, particularly those received by social work teams, tend to be complex and require in-depth investigation. The service will always focus on carrying out a full investigation rather than rushing to meet a timescale and this can occasionally result in a longer process for the complainant. In these circumstances, the complainant kept fully informed of progress.

6.1 Service Improvement Plan 2022-2025: What do we want to achieve?

- 6.1 Children's Services will contribute to the priorities set out in the forthcoming new Council Plan, which will be presented to Council in September 2022. It will also continue to contribute to the achievement of outcomes set in Our Renfrewshire, our 10-year Community Plan, which is also being refreshed this year.
- 6.2 The service recognises the importance of working together across and beyond Council services to improve the outcomes for communities. Our service focuses on ensuring children, young people and their families are well, loved, safe, respected, and able to realise their full potential, and providing appropriate support for individuals who have committed offences and are involved in the justice system.

7. Key priorities

- 7.1 The priorities outlined in the Service Improvement Plan reflect our integrated approach to Children's Services. Provision for early years, primary and secondary education sits alongside support, protection and care functions, encompassed within one Council service. This approach allows us to respond to the individual needs of children, young people, and families appropriately and proportionately.
- 7.2 During the lifetime of this plan, specific priorities for the service include:
- **Protecting the most vulnerable members of our communities** including children and young people who are at risk and individuals involved with the justice system. Work will progress to ensure Renfrewshire keeps the Promise and delivers improved outcomes for individuals who are care experienced. Where possible children will be kept within their families and priority given to securing provision for kinship care.
 - **Providing appropriate family supports and focussing on early intervention**, by equipping parents and carers with the information, skills and support they need to ensure positive outcomes for children and young

people in their care, whilst providing opportunities for parents and carers to shape the services that impact them.

- **Enhancing supports around mental health and wellbeing**, including the school-based mental health and wellbeing programme and the Ren10 network of staff and volunteers who provide early help services to those in need.
- **Enhancing learning and teaching**, delivering a meaningful, relevant, progressive curriculum that supports a wide range of learner pathways by placing the rights and needs of every child and young person at the centre of education. Efforts will focus on raising attainment while ensuring equity for all. There will be a sustained focus on delivering a curriculum that equips all children and young people to achieve success in life.
- **Making sure our children and young people have equity of opportunity**, by reviewing our provision and ensuring it meets current and future demands. This includes reflecting on the means by which it is accessed, and how this may be shaped through locality planning.

7.3 Greater detail of the specific actions the service will progress can be found in Section 13 of our Service Improvement Plan, included as an appendix to this report.

8. Monitoring progress

8.1 Progress on the implementation of the Service Improvement Plan is regularly monitored by the Extended Senior Leadership Team every quarter and will be reported to the Education and Children's Services Policy Board on a six-monthly basis. A review of progress will be brought to this Board in the Autumn of 2022.

Implications of the Report

1. **Financial** - The Service Improvement Plan highlights resourcing pressures arising from increasing demand for services and the current financial environment.
2. **HR & Organisational Development** – none
3. **Community/Council Planning** – the report details a range of activities which reflect local council and community planning themes.
4. **Legal** – none
5. **Property/Assets** – none

- 6. Information Technology** – Service developments relating to information technology are key enablers of service improvement and modernisation and support service-level and corporate objectives.
- 7. Equality & Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
- 8. Health & Safety** – none.
- 9. Procurement** – none.
- 10. Risk** – Risks related to the delivery and management of services are regularly monitored and included in Renfrewshire Council's Corporate and Strategic Risk Registers.
- 11. Privacy Impact** - none .
- 12. COSLA Policy Position** – none.
- 13. Climate Change** – none.

List of Background Papers: None

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Appendix 1

Children's Services

Service Improvement Plan 2022-2025

1. Introduction

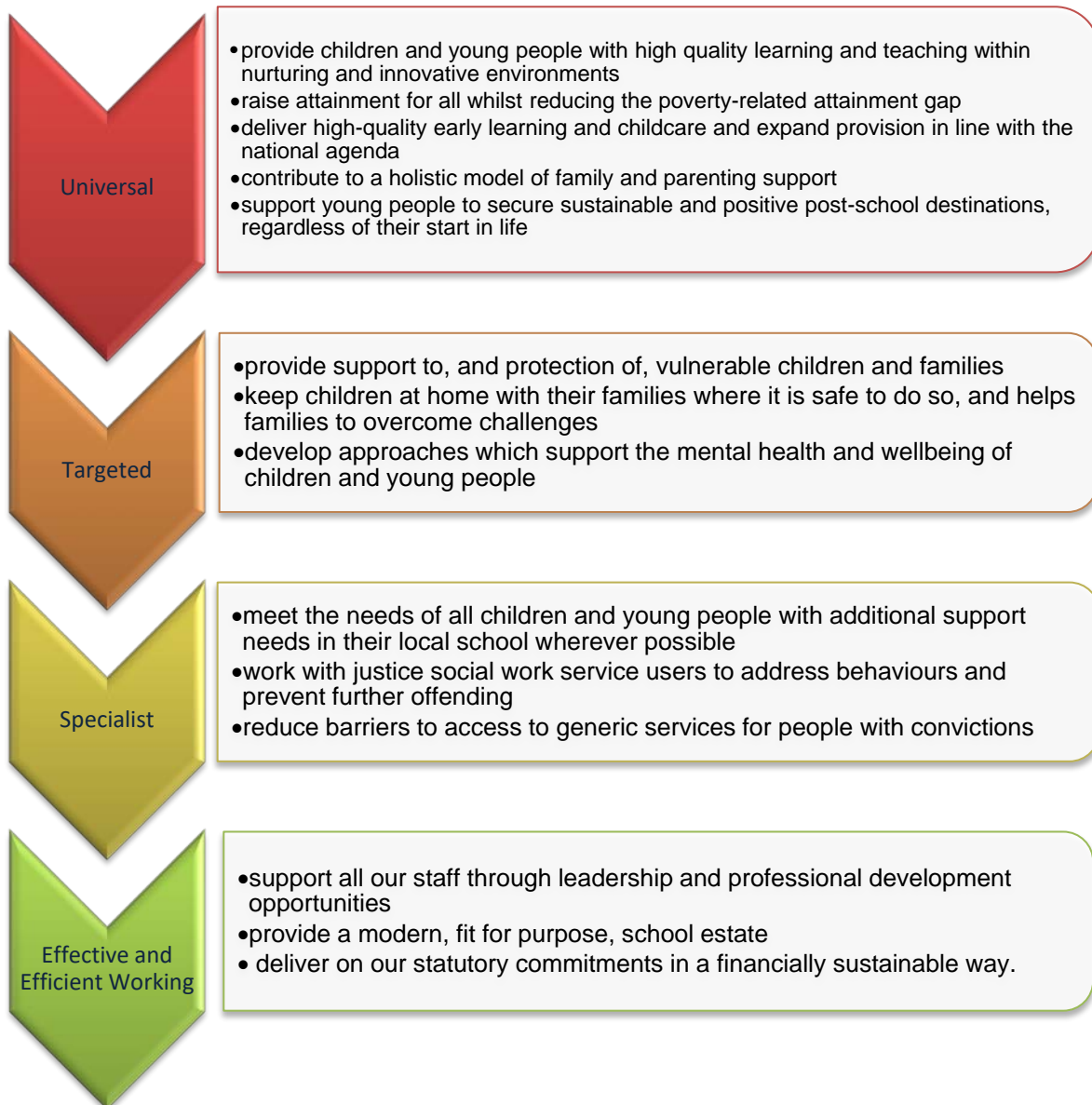
- 1.1 This Service Improvement Plan for Children's Services covers the period from 2022/23 to 2024/25. The plan outlines what the service intends to achieve over the next three years based on the resources expected to be available.
- 1.2 In 2021/22, in recognition of the considerable impact of the pandemic, services produced single-year delivery plans. These focused on actions required to manage the response to and recovery from the coronavirus. As restrictions continue to ease and public services can have a greater focus again on business as usual, the Council is once again producing three-year improvement plans.
- 1.3 Council services continue to operate in a challenging context. The ongoing recovery from the pandemic and its effects continue to be felt by individuals, businesses, communities and the public sector. Councils have a role to play in supporting people through the current cost of living crisis by focusing on tackling inequalities and working to improve wellbeing. There are numerous legislative requirements relating to that work, including duties in relation to child poverty, the public sector equality duty and community empowerment. External events, such as the UK's departure from the EU and the war in Ukraine, are exacerbating supply chain issues and inflationary pressures and these have an impact on the Council's key strategic projects. Councils are also navigating an increasingly complex funding landscape resulting from increased demands and increasing costs but also arising from the introduction of new funding streams such as the UK Shared Prosperity Fund.
- 1.4 The Council Plan clearly articulates the Council's priorities for Renfrewshire, and along with the Community Plan, sets out an ambitious programme of work. A new Council Plan is developed every five years, aligned with the cycle of local government elections. Renfrewshire's new Council Plan is currently being developed and will be presented to elected members after the summer recess later this year. It will set out the high-level strategic outcome the Council intends to achieve and detail the steps needed to delivery on these. Future Service Improvement Plans will align to those high-level outcomes; for now, key actions are grouped under four themes:
- Place
 - People
 - Sustainability
 - Living Our Values
- 1.5 The Community Plan is a ten-year plan and the current Renfrewshire Plan runs from 2017 to 2027. It is good practice to review these plans regularly to ensure they

remain ambitious and fit for purpose. The Renfrewshire Community Plan is currently being reviewed and this will involve engagement with key stakeholders. A revised Community Plan will also be presented to elected members and the Community Planning Partnership after the summer recess.

- 1.6 Service Improvement Plans informs each service's Workforce Plan and Risk Register and are the overarching documents which sets the programme of development and improvement activity within the service as well as providing context for budget decisions.
- 1.7 A mid-year progress update on the Service Improvement Plan will be presented to board in autumn 2022, and an outturn report in May 2023. Early in 2023, Children's Services will review this plan and produce a revised version to reflect both progress and any changing priorities.

2. What we do

- 2.1 Children's Services are responsible for the delivery of early learning and childcare, primary and secondary education, social work services to children and families, and justice social work.
- 2.2 The Director of Children's Services is the Council's Chief Education Officer, and the Head of Child Care and Criminal Justice is the Chief Social Work Officer (CSWO) for the Council and the Health and Social Care Partnership. Each local authority is required to designate a senior member of staff to act as CSWO under the Social Work (Scotland) Act 1968.
- 2.3 Children's Services provides universal services such as education and targeted and specialist services for specific identified needs. These include child protection services, mental health and addictions services for children and young people, and management and rehabilitation services for people who have committed offences. Some of the key areas of work for Children's Services are set out in the diagram below.



2.4 Children's Services receives a ring-fenced Scottish Government grant to provide justice social work services. The service has also been successful in attracting other funding for specific work through grants and partnerships with other agencies.

3. Overview of Achievements 2021/22

3.1 As part of the Council's approach to managing the pandemic response, Council services each produced a one-year Service Delivery Plan in 2021. These focused on the actions necessary to manage the response and the recovery from the pandemic. A full outturn report on that Service Delivery Plan has also been presented to this board. The outturn details the achievements of Children's Services during 2021/22 and sets out progress against actions and performance targets.

3.2 A summary of key achievements include:

- Further evidence of the service's ability to adapt quickly to support children, young people and their families who experienced significant education, economic and social disruption. Extensive engagement activity helped direct support and resources to vulnerable families and those disproportionately impacted by the pandemic.
- Positive results from the Alternative Certification Method put in place for 2020/21, with Renfrewshire's young people performing well at all qualification levels and higher attainment at SCQF levels 5 and 6 than the national average.
- A record 97% of Renfrewshire's school leavers entered a positive destination, surpassing the national average and local comparator authorities. This evidences the strength of our curriculum and learning pathways, and the relentless focus on working closely with them their families to provide all necessary advice and support.
- Good progress in the local application of Scotland's Independent Care Review – represented by The Promise report – with a significant collaborative effort across partnership agencies helping to bolster Renfrewshire's commitment to improving services for children and young people who have experienced care.

4. OUR STRATEGIC CONTEXT

National policy context

- 4.1 The Council has adapted the way services are delivered over the last two years and will continue to respond to national guidance as the pandemic recovery continues. The impact of the pandemic on Renfrewshire's communities, residents and businesses has been unprecedented and no Council service was untouched by the lockdown and associated restrictions at that time. The operating environment has changed frequently and often at short notice and the Council has had to be flexible and adaptable to manage this change and adjust services accordingly. As the recovery progresses, the Council will work with staff, residents and partners to identify new ways of working which best meet the needs of our people and our communities, supplementing our enhanced digital offer with in-person services as public health restrictions continue to ease.
- 4.2 The recovery phase is likely to continue for some time and Council activity will reflect this. This recovery is guided by the national Strategic Framework for Recovery and specifically acknowledges the impact on children and young people.

Concentrated efforts are required to address the negative impacts relating to health and wellbeing and respond to the needs of young children who missed important developmental opportunities. Renfrewshire will play its role in a national effort to tackle the poverty-related attainment gap, supporting the children and young people who need it most and who were disproportionately impacted by the pandemic owing to challenges in accessing learning and creative experiences in positive environments. Many of these factors were referenced by the 2021 Audit Scotland publication pertaining to young people's outcomes, which encourages local education authorities take cognisance of local priorities for improvement, focussing on evidence-based approaches which seek to respond to needs arising from inequality and poverty. This approach is and will remain central to Children's Services' work to improve outcomes for our children and young people.

- 4.3 Renfrewshire Council declared a climate emergency in 2019 and continues to progress work which aims to have the Council reach Net Zero by 2030. More detailed plans on this will be published over the course of 2022. As well as Council-led projects to help tackle climate issues, a Community Climate Fund allows local groups to bid for up to £3000 for localised initiatives which meet their community's needs and align to the Council's drive towards Net Zero.
- 4.4 The impact of the UK leaving the EU in 2020 is not yet fully apparent, given the impact that the coronavirus has had on the economy and on day-to-day life. A main driver of how Renfrewshire is impacted will be in the operation of the UK Shared Prosperity Fund, which is in a 'pre-launch' phase. This fund is intended as a replacement for previous EU funding and will be allocated to local authorities according to a funding formula.
- 4.5 In February 2020 the Independent Care Review published its findings following its review of the care system for children and young people. The findings – called The Promise – are based on five foundations – voice, family, care, people and scaffolding. These refer to the key principles of reflecting the child's decision making; the importance of families in caring; the services which comprise "the care system"; the workforce; and the legislative and policy framework which governs the system. Corporate parents are expected to deliver on the findings of the Promise over a period of ten years, and Children's Services will continue to develop its response to ensure it keeps the promise and delivers improved outcomes for individuals who are care experienced.
- 4.6 In August 2021 the Scottish Government launched a consultation on the establishment of a National Care Service in Scotland. The proposed role and scope of the National Care Service is unknown; however, the Scottish Government is expected to use consultation feedback to develop new legislation and present it to

the Scottish Parliament in summer 2022. It is anticipated the National Care Service will be fully function by the end of the current Parliamentary term, and significant changes could be required in Renfrewshire and across the country to respond to the structural changes being proposed to manage the delivery of social care. Emerging legislation and associates proposed will be closely reviewed in the coming months.

- 4.7 New national guidance on child protection in Scotland was published in September 2021, forming part of the Scottish Government's Child Protection Improvement Programme. Local areas are expected to have reviewed and updated their own procedures and guidance to reflect the new national guidance for full implementation by October 2022. The guidance emphasises the importance of collaborative approaches which focus on early support and intervention and recognising risk around factors such as ill health and neglect and how these can be exacerbated by poverty and inequality. The approach places children's rights and voices at the heart of decisions that impact them, complementing the Getting it Right for Every Child (GIRFEC) policy and practice model and the principles that drive the United Nations Convention on Rights of the Child (UNCRC).
- 4.8 Justice vision for Scotland 2022 identifies an overarching strategic objective for justice social work services to timeous support for individuals to help them avoid contact with justice services by using custody only where there is no alternative. Duties will emerge for Renfrewshire's justice social work service to focus resource on reducing the remand population through electronic monitoring, bail supervision, diversion from prosecution and introduce provision to deliver structured deferred sentences. These responsibilities will generate an increase in the volume and complexity of cases managed in the community and will require Renfrewshire's criminal justice social work service to adapt and align capacity to these changing demands and work closely with partners in community justice planning.

Local policy context

- 4.9 In December 2020, Council approved an [Economic Recovery Plan](#) for Renfrewshire. It sets the direction of travel for measures to support the local economy through coronavirus response, recovery and beyond. The plan acknowledges the significant impact of the pandemic on the local and national economy, and what that means for the people, business and communities of Renfrewshire.
- 4.10 The Council also has a [Social Renewal Plan](#) which sets out joint plans (with our partners) to address the inequalities which exist in Renfrewshire, and which were made worse by the pandemic. The plan was developed after consultation with

communities, and the Council continues to seek views on these issues through consultation exercises and our Public Services Panel. Rising prices, particularly for food and fuel, may lead to more households experiencing absolute or relative poverty, and lead to increased demand for the supports and services the public and third sectors can offer.

- 4.11 Renfrewshire's [Alcohol and Drugs Commission](#) made its recommendations in 2020, setting out clear measures that partners across Renfrewshire need to take to reduce drug and alcohol related harms and promote recovery. The projects within the Alcohol and Drugs Change Programme are continuing to progress, including the Trauma Informed and Responsive Renfrewshire Programme – a partnership programme of work to ensure that recognising and responding to trauma is part of every service we deliver. Work has also progressed on the Stigma/Language Matters project with a marketing and communications activity plan being developed, with objectives including demonstrating leadership by ensuring the Council does not use language that stigmatises people in public and staff communications.
- 4.12 The Council's **transformation** programme continued throughout the pandemic but the launch of subsequent phases was paused. New phases of transformation will start during 2022. Children's Services is progressing work to identify opportunities to further enhance the delivery of some aspects of social work, and in particular a focus on early intervention and prevention strategies.
- 4.13 More than 4,000 voices including our staff, local residents, partners, young people and community groups helped identify the values most important to us all that describe our promise to our communities, staff and partners and what people can expect of us. **Our Values** have been formally adopted by Renfrewshire Council and guide how we deliver services and make decisions every day. Our Values are;
- We are **fair**. We treat each other and everyone we deal with respectfully and work hard to build trust in Renfrewshire Council.
 - We are **helpful**. We care about getting things right and are always approachable.
 - We are great **collaborators**. We work as one team and with people who care about this place.
 - We value **learning** to help us innovate, improve and deliver better services

5. Service Priorities

- 5.1 National and local policy has shaped the priority areas the service will address over the coming years. Efforts will focus on ensuring children, young people and their families are well, loved, safe, respected, and able to realise their full potential.

This work will be underpinned by extensive collaboration, both with other Council services and partners outwith our organisation. The service will draw upon a collective pool of insight, skills and knowledge to help will help target resources in a proportionate manner. Family supports will be better coordinated, and positive outcomes maximised.

5.2 Enhanced collaboration will be sought for the following key priorities:

- **Protecting the most vulnerable members of our communities** including children and young people who are at risk and individuals involved with the justice system. Work will progress to ensure Renfrewshire keeps the Promise and delivers improved outcomes for individuals who are care experienced. Where possible children will be kept within their families and priority given to securing provision for kinship care.
- **Providing appropriate family supports and focussing on early intervention,** by equipping parents and carers with the information, skills and support they need to ensure positive outcomes for children and young people in their care, whilst providing opportunities for parents and carers to shape the services that impact them.
- **Enhancing supports around mental health and wellbeing,** including the school-based mental health and wellbeing programme and the Ren10 network of staff and volunteers who provide early help services to those in need.
- **Enhancing learning and teaching,** delivering a meaningful, relevant, progressive curriculum that supports a wide range of learner pathways by placing the rights and needs of every child and young person at the centre of education. Efforts will focus on raising attainment while ensuring equity for all. There will be a sustained focus on delivering a curriculum that equips all children and young people to achieve success in life.
- **Making sure our children and young people have equity of opportunity,** by reviewing our provision and ensuring it meets current and future demands. This includes reflecting on the means by which it is accessed, and how this may be shaped through locality planning.

5.3 The service is in the initial stages of realigning the management and delivery of service provision in accordance with the above noted priorities. This is a significant body of work and will impact on the actions and performance measures identified in Section 13 of this Plan. Revisions will be communicated to the board in due course.

6. Demographic and Social Change

- 6.1 Children's Services provides universal services to all children and targeted and specialist supports for groups with more specific needs. Societal and demographic factors influence the planning and delivery of these services to ensure they are accessible to children, young people and their families. Renfrewshire has some of the most deprived and most affluent neighbourhoods in Scotland. Inequalities can result in children from poorer areas not having the same opportunities and life chances as those from more affluent areas. Specific initiatives around educational attainment seek to address this for all children whilst targeted work with specific groups focus on the wider circumstances which can limit life chances for young people. Children's Services will continue to draw upon relevant insight to target its resources appropriately, with contributions complementing the activity outlined in the Council's Social Renewal Plan, the Renfrewshire Children's Services Partnership Plan and the Community Justice Outcomes Improvement Plan.
- 6.2 Children's Services directs resources towards permanency planning and early intervention to reduce the overall number of looked after children. Issues such as substance misuse and neglect present challenges and mean there will always be some children and young people who need intervention from the local authority. This includes our care experienced young people who choose to take up their entitlement to continued support beyond the age of 18.
- 6.3 The pattern of demand for school places continues to change in response to new housing population and local population migration. Developments such as the Advanced Manufacturing and Innovation District may result in migration to Renfrewshire from elsewhere in the country or further afield and may change the pattern of demand further. This is regularly monitored to ensure resources can accommodate projected demand. Schools also support increasing numbers of children with additional support needs and do so within mainstream provision where this is appropriate.

7. Best Value

- 7.1 All local authorities in Scotland are subject to a **Best Value Audit** inspection at least once in every Council term (i.e. every five years). [Renfrewshire's last inspection](#) was in 2017 and resulted in 7 key recommendations being made. These help determine improvement actions within the Council and each year, Audit Scotland publish an [overview report](#) detailing progress against the audit as well as scrutiny of Council finances. Audit Scotland will produce an updated approach to these audits later this year, and this is likely to reflect the notable change in the operating environment of Councils.

8. Risk Management

- 8.1 The Council's [risk management arrangements](#) are well established with all strategic, corporate and service risks being reported to the Audit, Risk and Scrutiny Board. Strategic risks are more outward in nature, whereas corporate ones are more inward and often affect more than one service department. Corporate and strategic risks, where senior officers in Children's Services are owners or joint owners of the risks are shown below:

Risks	Evaluations
Our strategic risks	
None	N/A
Our corporate risks	
Cyber Attack	High
Our top service-specific risks	
Unaccompanied Asylum-Seeking Children	Moderate
Integrated service arrangements	Moderate
Early intervention and prevention in Children's Services	Moderate
Failure of major providers	Moderate
Continuous improvement	Moderate
Property – school estates	Moderate
Implementation of new case management system for social work	Moderate

9. Equalities

- 9.1 Every area of work within the Council has a role to play in promoting equality and diversity. While this is the right thing to do and has clear advantages for the Council, there are also legal requirements. The Equality Act 2010 protects people from unfair treatment and asks public bodies (including Renfrewshire Council) to show how they make a positive difference to equality groups. The Council also recognises the rights of children identified by the United Nations Convention on the Rights of the Child (UNCRC) and will ensure compliance with any subsequent incorporation of the UNCRC into Scots law.

10. Our Workforce

- 10.1 The Council launched "Our People, Our Future" people strategy in 2021. This five-year plan has an immediate focus on supporting staff and services within the

context of the pandemic and the recovery phase. It identifies three priority areas: health and wellbeing; new ways of working; and staff communication and engagement. The Strategy also integrates the Council's organisational development vision and workforce planning activities into three strategic outcomes: our approaches improve; our skills strengthen; and our culture evolves. After a period of approximately two years, the Strategy will be realigned with the new Council Plan and focus on supporting staff through service transformation, changing culture norms, embedding our values within decision making and improving staff and service user experiences of the Council.

- 10.2 Children's Services will ensure the priorities identified in the Council's people strategy are reflected in its workforce. High level actions arising from the people strategy are embedded in the Service Improvement Plan and will be monitored through this.

11. Our Partnerships and Providers

- 11.1 Children's Services maintains close links to other partners through the Renfrewshire Children's Services Partnership, the Renfrewshire Community Planning Partnership and Community Justice Renfrewshire. The service also participates in partnership work on a thematic basis, including the Renfrewshire Child Protection Committee, the Renfrewshire Gender Based Violence Strategy Group and joint working with Police Scotland, the Scottish Prison Service and health and housing colleagues in relation to Multi-Agency Public Protection Arrangements (MAPPA).
- 11.2 The service has strong links with Renfrewshire Health and Social Care Partnership (RHSCP) which provides adult social work and social care services. Children's Services and RHSCP work collaboratively to address local priorities including the mental health and wellbeing of young people; tackling drug and alcohol use; promoting physical activity; supporting women and children impacted by gender-based violence (including women involved with justice); supporting adults with convictions with their addiction and mental health issue; and improving the transition between children's and adult services. These activities are reflected in the actions in the strategic plans of both agencies.
- 11.3 The outcomes for Renfrewshire's senior stage pupils are bolstered through joint working with economic development, employability and further education partners to ensure our young people have the skills and attributes to support positive destinations when they leave school.

- 11.3 Children's Services provides several services directly, but also commissions from a range of providers across sectors and works with specific partners on the delivery of specialist services.

12. Our Finances

- 12.1 All local authorities in Scotland have experienced a hugely challenging and complex set of circumstances over the last two years and it is recognised that the financial impact on Councils from COVID-19 will continue for some time. This includes the impact on service costs, service demands and income streams, and the cost of unavoidable delays to some transformation programmes. Councils are affected by the rising costs of goods and services caused by inflationary pressures and global supply chain issues. Renfrewshire Council actively manages these pressures through its short- and medium-term financial planning and is acknowledged by Audit Scotland to have sound financial arrangements in place.
- 12.2 The Council's financial outlook remains subject to significant uncertainty. The most recent analysis reported to Council on 3 March 2022 suggests that Renfrewshire Council will experience a funding deficit in the range of £18m-£50m in the three years following 2022/23, unless mitigating action is taken.
- 12.3 Budgets are approved each year for both Capital and Revenue purposes. Revenue budgets allow for expenditure and income on day-to-day operational activities, such as employee costs, or supplies. For 2022/23, the Revenue budget approved for General Services on 3 March 2022 was £486m, and for the Housing Revenue Account £55m.
- 12.4 Capital budgets allow for expenditure on the creation or enhancement of assets. The capital budget approved for General Services on 3 March 2022 was £437m for the period 2022/23 to 2026/27, and for the Housing Revenue Account £267m for the period 2022/23 to 2027/28.

13. Our Strategic Priorities

- 13.1 As noted in the introduction to this plan, Service Improvement Plans align to the Council and Community Plans. Actions and performance indicators are each grouped according to the strategic outcomes set out in the Council Plan. As that Plan has yet to be approved, actions and indicators in this SIP are set out under four broad themes.
- Place: what we do to support our economy, our infrastructure, our assets
 - People
 - Sustainability
 - Living our Values

13.2 Children's Services also makes use of the indicators in the Local Government Benchmarking Framework to monitor performance. These indicators are included with those noted below.

13.3 **Strategic Priority 1:** Place: what we do to support our economy, our infrastructure, our assets

What will we do?	What difference will we make?	Who is leading this?	When will we do it by?
Progress development work in relation to the priority schools identified in the School Estate Management Plan.	Pupils and staff enjoy a modern, fit for purpose, school estate which supports learning and achievement.	Education Manager (Resources)	March 2025
Progress plans for the roll out of full Wi-Fi across the school estate, understanding the benefits that can be baselined and measured	Funding in place and programme developed and underway.	Head of Education (Curriculum and School Infrastructure)	March 2023

13.4 **Strategic Priority 2:** People










What will we do?	What difference will we make?	Who is leading this?	When will we do it by?
Working in partnership with Skills Development Scotland, West College Scotland, Invest in Renfrewshire and Developing the Young Workforce West, we will ensure planned robust approaches to supporting our most vulnerable learners into positive destinations	This will provide a coordinated approach to ensuring that all young people, particularly the most vulnerable, are given the best opportunities and supports to move into positive future pathways.	Education Manager (Senior Phase)	March 2025
Develop and extend bespoke pathways and programmes on literacy and numeracy to support	Attainment data will demonstrate improvements in	Education Manager (Curriculum)	June 2023








all establishments through a differentiated approach	literacy and numeracy attainment.		
Strengthen learning, teaching and assessment in all schools, supported by high quality professional learning.	Learners' experiences are enriched with the use of new and innovative approaches to learning and teaching and are equipped with the skills to support them in their learning in a digital works	Digital Learning Manager	June 2023 2023
Implement the recommendations of the ASN review	Children and young people are supported to remain in mainstream education with their peers	Education Manager (ASN)	
In collaboration with Health partners, the West Partnership and the voluntary sector, continue to develop consistent, effective and preventative approaches to support recovery and improve the mental, social and emotional wellbeing of children, young people, staff and parents across education establishments.	Through delivery of high-quality professional learning, almost all practitioners have an enhanced knowledge and understanding of programmes, resources and strategies available to support their own wellbeing and that of CYP. All practitioners have the skills to effectively support CYP. Almost all practitioners across all sectors use evidence-based programmes and preventative approaches in the learning and teaching	Education Manager (Health and Wellbeing)	June 2023









	<p>of mental, emotional and social wellbeing.</p> <p>All CYP requiring specialist HWB services e.g. Counselling, receive timeous support to cope with emotional distress and to build resilience.</p> <p>All CYP are supported to have positive, healthy and mutually respectful relationships.</p>		
Ensure Renfrewshire is a "child friendly" place where children's rights are at the centre of policy decision making.	All children in Renfrewshire rights should be protected and promoted in all areas of their life	Head of Education (Inclusion and Quality Improvement)	June 2023
Plan for the expansion of early learning and childcare for one-year olds	<p>Improved outcomes for targeted children</p> <p>The attainment gap is reduced.</p> <p>Increased family resilience through improved health and wellbeing of children and parents</p> <p>Parents are supported into work, study or training</p>	Education Manager (Early Years)	June 2023
Support with the development of a rights based, dynamic out of school care offer	<p>Improved outcomes for targeted children</p> <p>The attainment gap is reduced.</p>	Education Manager (Early Years)	June 2023




	<p>Increased family resilience through improved health and wellbeing of children and parents</p> <p>Parents are supported into work, study or training</p>		
Ensure that the Renfrewshire child protection processes and guidance are compliant with the new national guidance on child protection.	<p>Child protection practice is further enhanced and strengthened in line with recommendations.</p> <p>Child protection practice is further enhanced and strengthened in line with recommendations.</p>	Head of Childcare and Criminal Justice	October 2023
Roll out the Safe and Together model across Children's Services Social Work and embed the Safe and Together principles in practice	<p>Reduce risk of significant harm to children affected by domestic abuse.</p> <p>Children and adult survivors of domestic abuse will feel safer.</p> <p>Children and adult survivors of domestic abuse will recover from the impact of domestic abuse</p>	Children's Services Manager	December 2022
Further develop proposals for a bail supervision service within existing resources i.e. funding, staffing, office accommodation, and the capacity of partners to take forward their requirements	The negative impact of remand is reduced, and individuals are supported in the community to achieve good life goals.	Criminal Justice Service Manager	December 2022
Extend diversionary opportunities, implement Structured Deferred Sentences and electronic	Vulnerable individuals are supported to address their	Criminal Justice Service Manager	March 2023

monitoring to support bail as part of our range of services to minimise involvement with the justice system	behaviour and avoid involvement with the justice system. People are supported to remain in their community and the stigma associated with involvement in the justice system can be reduced.		
Progress office accommodation solutions to facilitate an improved contact for all service users, including groupwork provision.	A range of interventions support individuals to address the reasons for offending and promote desistance.	Criminal Justice Service Manager	March 2023

PI code	Performance Indicator	Frequency	Last Update	Current Value	Current Target	Traffic Light Icon	2022/23 Target
CHS/PD/01	% of School leavers in a positive destination	Annual	2020/21	97%	95%		98%
CHS/ATT/01	% of Leavers attaining literacy SCQF Level 4	Annual	2020/21	97%	98%%		98%
CHS/ATT/01b	% of Leavers attaining numeracy SCQF Level 4	Annual	2020/21	94%	94%		96%
CHS/ATT/01c	% of Leavers attaining literacy SCQF Level 5	Annual	2020/21	90%	86%		88%
CHS/ATT/01d	% of Leavers attaining numeracy SCQF Level 5	Annual	2020/21	80%	75%		77%
CHS/ATT/12	Average Complementary Tariff (S4)	Annual	2020/21	320	316		320
CHS/ATT/13	Average Complementary Tariff (S5)	Annual	2020/21	628	565		565
CHS/PD/02	No of foundation apprenticeships accessed by Renfrewshire school pupils	Annual	2020/21	44	No current target	Not applicable	45
CHS/LAC/02	Percentage of accommodated Looked After Children placed with families	Quarterly	Q4 2021/22	89%	85%		85%
CHS/LGBF/01	Percentage of Looked After Children cared for in the community	Quarterly	Q4 2021/22	92%	90%		90%

CHS/LAC/CL/01	Percentage of care leavers participating in employment, training or education	Quarterly	Q4 2021/22	59%	55%		55%
CHS/LAC/CL/02	Percentage of care leavers who have had a period of homelessness in the last 6 months	Quarterly	Q4 2021/22	2%	0%		0%
CHS/ATT/07	Percentage gap in average total tariff score of school leavers resident in SIMD 30% most deprived and those from the 70% least SIMD deprived Renfrewshire areas.	Annual	2020/21	34%	32%		28%
CHS/ATT/08	Average Total Tariff Score of Looked After Children (school leavers)	Annual	2020/21	471	320		320
CHS/ATT/09	Gap between the Average Total Tariff Score of Looked After Children (school leavers) and that of the total Renfrewshire leavers cohort	Annual	2020/21	58%	64%		63%
CHS/ATT/14	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)	Annual	2018/19	12	7		7
CHS/ATT/15	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas	Annual	2018/19	10	7		7

	and those living in 70% Least Deprived Areas (SIMD)						
CHS/ATT/16	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils entitled to Free School Meals and pupils not entitled	Annual	2018/19	18	15		15
CHS/ATT/17	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils entitled to Free School Meals and pupils not entitled	Annual	2018/19	15	15		15
CHS/SCH/07	% of children attending school (Primary)	Annual	2020/21	94.6%	95.5%		95.5%
CHS/SCH/08	% of children attending school (Secondary)	Annual	2020/21	87.9%	91%		91%
CHS/SCH/09	% of young people choosing to stay onto S5 after January (as % of S4 roll at September previous year)	Annual	2020/21	94%	92%		93%
CHS/SCH/10	% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)	Annual	2020/21	74%	70%		71%
CHS/CJ/CPO/02	% of NEW unpaid work orders/requirement complete by the required date	Quarterly	Q4 2021/22	89%	75%		75%
CHS/CJ/CPO/01	The percentage of NEW clients subject to a new supervision order	Quarterly	Q4 2021/22	56%	85%		85%

	seen by a supervising officer within 1 week						
CHS/CJ/CPO/04	Percentage of NEW unpaid work clients seen within 1 working day of the order	Quarterly	Q4 2021/22	12%	70%		70%
CHS/CJ/CPO/05	Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order	Quarterly	Q4 2021/22	17%	75%		75%
CHS/CJ/CPO/06	Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order	Quarterly	Q4 2021/22	33%	65%		65%

The indicators in the table below are for information only and are not presented as a measure of performance

PI code	Performance Indicator	Frequency	Last Update	Current Value
CHS/CPR/01	Percentage of children registered in this period who have previously been on the Child Protection Register	Quarterly	Q4 2021/22	30%
RCPC/01	Number of children on the Child Protection Register at quarter end date	Quarterly	Q4 2021/22	61

13.5 Strategic Priority 3: Sustainability

What will we do?	What difference will we make?	Who is leading this?	When will we do it by?
Continue to work with other council services to deliver improvements to the school estate which offer a high degree of environmental sustainability and energy efficiency.	Following the Council's declaration of a climate emergency in June 2019, the delivery of this action will make a critical contribution towards Renfrewshire being carbon neutral by 2030.	Education Manager (Resources)	March 2025





13.6 Strategic Priority 4: Living our Values

What will we do?	What difference will we make?	Who is leading this?	When will we do it by?
Continue to participate in school, cluster, and regional moderation and pilot engagement with the West Partnership moderation portal.	Staff will be skilled and confident in using a differentiated approach to meet learning needs of children and young people.	Education Manager (Curriculum)	June 2023
Continue to support and strengthen leadership capacity of staff at all levels to support delivery of establishment programmes to promote recovery and accelerated progress	<p>Leadership capacity is enhanced enabling fulfilment of establishment recovery programmes.</p> <p>Distributive leadership is increasingly evident across all establishments.</p> <p>Senior school leaders feel valued and supported to carry out their role with</p>	Education Manager (Professional Development and Leadership)	June 2023

	confidence and competence.		
Progress work to increase the use of digital technology within learning and teaching and to deliver professional development opportunities to support this.	Children and young people have the appropriate digital skills required by employers and staff are equipped to keep up to date with the pace of change.	Head of Education (Curriculum and School Infrastructure)	June 2023
Launch revised Leadership Strategy which promotes distributed leadership at all levels, whilst committing to the ongoing support of those in senior leadership positions.	All staff within our establishments feel confident and supported to take on leadership responsibility at their own level	Education Manager (Professional Development and Leadership)	June 2023
Continue to work on making all aspiring leadership courses deliverable internally using the experience and expertise of our own staff.	Delivery of our aspiring leadership programmes becomes fully sustainable	Education Manager (Professional Development and Leadership)	June 2024
Develop a 3-year Quality Improvement Framework to promote recovery and accelerated progress across education	<p>Establishments are supported and challenged to recover and improve through continued implementation of our robust QIF.</p> <p>Senior leaders are empowered to look outwards and collaborate with peers to inform improvement.</p> <p>Self-evaluation gradings across key quality indicators demonstrate maintenance of</p>	Education Manager (Quality Improvement)	June 2023

	ambitious standards or improvement across almost all education establishments.		
Develop a strategy for CLPL for support staff within Children's Service	The council has a workforce confident and capable of delivering its role.	Education Manager (Quality Improvement)	March 2023
Further embed the recommendations of The Promise in service delivery	Care experienced young people have better outcomes and a more positive experience of care; feel listened to and valued; can build and maintain good relationships.	Promise Lead	March 2025
Deliver an independent evaluation of Women and Children First Reconnections	Service user voices and experiences of service will inform and improve practice and future service delivery	Children's Services Manager	October 2022
Review the management and leadership of social work and identify options for a new service model.	The service can efficiently meet current and future demands.	Head of Childcare and Criminal Justice	March 2023
Develop tools to improve social work staff's access to key data and insight, providing training and support where required.	Social work staff are confident in their ability to use data to direct resources and support the most vulnerable within our communities.	Quality Assurance and Practice Development Manager	March 2023
Implement a new Quality Improvement Framework for Children's Services social work	Social work services are child-centred and focussed on the experiences, progress and outcomes in individual children and young people. Policies, procedures and processes are effective and high quality, and	Quality Assurance and Practice Development Manager	December 2022

	protect children at risk and improve their care experiences.		
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PI code	Performance Indicator	Frequency	Last Update	Current Value	Current Target	Traffic Light Icon	2022/23 Target
CHS/CORP/01a	% of Stage 1 complaints responded to within timescales agreed with customers	Quarterly	Q4 2021/22	75%	95%		95%
CHS/CORP/01b	% of Stage 2 complaints responded to within timescales agreed with customers	Quarterly	Q4 2021/22	60%	95%		95%
CHS/CORP/03	% of FOI requests completed within timescale by Children's Services	Quarterly	Q4 2021/22	100%	100%		100%
CHS/SCH/05	Percentage of pupils satisfied with establishments Education Scotland Survey	Annual	2019/20	82.40%	85%		85%

Appendix 2

Children's Services SDP 2021-22

Report Type: Actions Report

Generated on: 04 May 2022






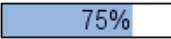
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	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

Rows are sorted by Code, Title

Priority Strategic Priority 1: reshaping our place, our economy and our future


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CS.SDP.21.01a	In partnership with SDS, West College Scotland, Invest in	This will provide a more coordinated approach to	30-Jun-2021	<div><div>100%</div></div>	Initial work has been completed and ongoing partnership work around	Education Manager (Senior Phase)

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		Renfrewshire, Developing the Young Workforce and other council services, review supports being offered to the most vulnerable in terms of moving into positive destinations post school	ensuring that all young people, particularly the most vulnerable, are given the best opportunities and supports to move into positive future pathways.			this takes place through the recently established Renfrewshire Economic Recovery Group, chaired by Steven Quinn and whose membership is made up of the partners named in the action and other officers from Children's Services. This group has its own actions and timescales relating to ongoing supports to ensure vulnerable young people can move into positive destinations post school.	
	CS.SDP.21.01b	Develop and extend bespoke pathways and programmes on literacy and numeracy to support the recovery programme for all establishments through a differentiated approach	Attainment data will demonstrate improvements in literacy and numeracy attainment.	30-Jun-2021		A programme of Career Long Professional Learning (CLPL) and supporting resources on 'Effective Differentiation' has been shared with all establishments. 215 teachers from 38 schools attended focussed training on raising attainment in reading and writing. Renfrewshire has become the first Scottish local authority to offer Dolly Parton's Imagination Library to all children aged 2-5, providing which free books to age-qualifying children. 60 participants who signed up for our Limitless Learning course completed all twilight sessions and online	Education Manager (Curriculum)







Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						modules. The course equips participants to effectively support children with their educational recovery. 65 practitioners from 9 primary schools undertook Maths Recovery training as part of Education Scotland's Numeracy Improvement Pilot and have begun planning a practitioner enquiry based on their learning for the coming session. 103 practitioners from Primary and Early Learning Centre's attended training on using the SEAL maths approach in a play-based setting. Our Numeracy Champions network meeting was attended by Champions from most primary schools. This involved shared planning of professional learning for the 21/22 session which has informed school improvement plans.	
	CS.SDP.21.01c	Progress work to increase the use of digital technology within learning and teaching and to deliver professional development opportunities to support this.	Children and young people have the appropriate digital skills required by employers and staff are equipped to keep up to date with the pace of change.	31-Mar-2022		To date, almost all establishments (91%) have engaged in one or more digital professional learning session. All attendees have rated these sessions highly, with "a strong focus on pedagogy". A survey of digital	Head of Education (Curriculum and School Infrastructure) / Digital Learning Manager



Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						needs was carried out across all sectors in February 2022, with establishments subsequently directed to accessible support content. This survey has informed the professional learning offering to staff next session.	



Priority Strategic Priority 2: building strong, safe and resilient communities

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CS.SDP.21.02a	Provide high quality professional learning, resources and supports in schools to improve the mental and emotional wellbeing of children, young people, staff and parents during the recovery period and beyond.	<p>All practitioners have an enhanced knowledge and understanding of programmes, resources and strategies available to support their own wellbeing and that of CYP. All practitioners have the skills to effectively support CYP.</p> <p>Almost all practitioners use evidence-based programmes and approaches in the learning and teaching of mental, emotional and social wellbeing.</p>	31-Mar-2022	<div><div>100%</div></div>	<p>The service collaborated with Engage Renfrewshire for Children's Mental Health Week in Feb 2022 to promote activities, resources and training associated with this year's theme 'Growing Together'.</p> <p>Throughout the week and beyond, high quality training sessions were offered to all staff across establishments to support their skills, knowledge and wellbeing. Themes included change, loss and grief, self-harm and suicide, child exploitation and online protection, consent and the law and</p>	Education Manager (Health and Wellbeing)

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
			All CYP requiring specialist HWB services e.g. Counselling, receive timeous support to cope with issues and build resilience.			mindfulness. 'Signposting Resources' sit within our 'Mental Health Policy' but can also be used as standalone resources to support staff, children, young people and parents. A whole establishment approach has been trialled whereby QR codes of staff lanyards link to resources. This ensures all staff working across establishments can direct any member of the school community to local, national and online supports using the QR code. Initial feedback has been extremely positive. Counselling services continue to provide very good support to children, young people, parents and staff across all of our establishments. They are extremely proactive in supporting the central team to address themes and issues that arise from analysis of counselling data. Very good progress is being made in developing interactive and progressive curricular programmes for Alcohol and Drugs education. Children, young people, health partners and	



Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						those with lived experience are at the heart of all developments. Our monthly newsletters and HWB blog are sources of very helpful supports and resources.	
	CS.SDP.21.02b	Reduce the impact of lockdown measures on justice group work interventions and the availability of unpaid work through means including unpaid work working from home projects, maximising the use of other activity and offering interventions on a 2:1 basis.	Those subject to unpaid work orders from courts will be supported to complete the hours with community benefits and the statutory obligation to manage community orders will be fulfilled.	31-Mar-2022		There is increasing demand for weekend unpaid work provision owing to high levels of employment among individuals with orders. The service has responded by recruiting unpaid work staff cover weekends. Working from home projects have continued though there are increasing opportunities for unpaid work to increase in community settings.	Criminal Justice Service Manager
	CS.SDP.21.02c	Expand voluntary supervision, where possible, to intervene to reduce reoffending.	People leaving custody receive support with rebuilding their lives, reducing the likelihood of reoffending and providing them with opportunities to contribute.	31-Mar-2022		A process was established in May 2020 to offer support for the early release of prisoners. This has been continued, with support offered to all those being released on no statutory supervision. Take up remains minimal.	Criminal Justice Service Manager
	CS.SDP.21.02d	Extend diversionary opportunities, implement Structured Deferred Sentences and electronic monitoring to	People with particular vulnerabilities are supported to address their behaviour and avoid involvement with the	31-Mar-2022		This remains an area of focus. Planning is in place to create a service that can undertake SDS, and a range of wider earlier intervention	Criminal Justice Service Manager


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		support bail as part of our range of services to minimise involvement with the justice system	justice system. People are supported to remain in their community and the stigma associated with involvement in the justice system can be reduced.			services, which is also funding dependent. It is anticipated that EM bail assessments will commence in September 2022 and bail supervision by December 2022 based on funding availability in 2022/23. Legislation for EM bail will commence in May 2022, however Scottish Government guidance is still to be finalised.	
	CS.SDP.21.02e	Implement new national guidance on child protection.	Child protection practice is further enhanced and strengthened in line with recommendations. Child protection practice is further enhanced and strengthened in line with recommendations.	31-Dec-2021	<div><div>100%</div></div>	Changes to the arrangements for child protection meetings including the naming and timing of the meetings has been introduced. Changes have been introduced to update the way Renfrewshire manages Initial Referral Discussions. All changes have been communicated to staff. The Child Protection Network lunches have been re-established and input on National Guidance is on the agenda for each session.	Head of Childcare and Criminal Justice
	CS.SDP.21.02f	Undertake a review of current practice against the recommendations of The Promise and identify areas for improvement	Looked after children and care experienced young people have better outcomes and a more positive experience of care; feel listened to and valued; are able	31-Mar-2022	<div><div>100%</div></div>	We have concluded the review of practice and identified areas for improvement which will be progressed as part of our ongoing	Children's Services Manager




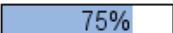
Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
			to build and maintain good relationships.			work to deliver on the Promise in Renfrewshire	
	CS.SDP.21.02g	Develop an evaluation framework for measuring progress in implementing The Promise	Looked after children and care experienced young people have better outcomes and a more positive experience of care; feel listened to and valued; are able to build and maintain good relationships.	31-Mar-2022	<div><div>85%</div></div>	A self-evaluation tool has been developed for use across the Children's Services partnership. This will be launched as part of a wider communications strategy. The timeframe for delivering the changes expected by the Promise was a 10-year plan from 2020. To assist Renfrewshire in delivering the Promise locally recruitment has commenced for a Lead Officer and they will build on the self-evaluation work already underway to develop a framework which will measure the partnership's success in implementing the Promise in Renfrewshire.	Children's Services Manager
	CS.SDP.21.02h	Lead on delivery of some of the recommendations of the Alcohol and Drug Commission, specifically related to Personal and Social Education in schools, addressing mental health issues in children and	The negative impact of drug and alcohol use on our children and young people is reduced and families can access the right services which will support them to provide healthy environments for their child. The impact of alcohol and	31-Mar-2022	<div><div>75%</div></div>	Ren 10 was formally launched and children, families and schools are able to access appropriate support.	Head of Childcare and Criminal Justice


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		young people, and reviewing family support provision.	drug use in terms of offending behaviour is recognised and appropriate referrals and services are made to support rehabilitation and reduce offending.				

Priority Strategic Priority 3: tackling inequality, ensuring opportunities for all


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CS.SDP.21.03a	Implement the recommendations of the ASN review	Children and young people are supported to remain in mainstream education with their peers	31-Mar-2022	<div><div>70%</div></div>	A baseline of what has been achieved through the ASN Review will be drafted and presented to all. There have been delays with this due to staffing. However, moving forward we are looking to refresh Getting it Right For Every Child (GIRFEC) and build on ensuring a more equitable allocation of resources to support children and young people with ASN. This will focus on planning, leadership and professional development of staff.	Education Manager (ASN)
	CS.SDP.21.03b	Ensure full implementation of 1140 hours of high-quality early	High quality early learning and childcare will support children	31-Jul-2021	<div><div>100%</div></div>	Renfrewshire Council has fully implemented the expansion of 1140	Education Manager (Early Years)


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		learning and childcare for all eligible children across Renfrewshire from August 2021.	to fulfil their potential and contribute to closing the attainment gap.			hours of early learning and childcare to eligible children, with all children aged 3 to 5 years and eligible 2-year-olds now receiving this provision.	
	CS.SDP.21.03c	Further support schools by adding value to central and school level interventions and approaches in order to close the poverty related attainment gap whilst raising attainment for all	<p>Improvement planning is better integrated at both school and central level.</p> <p>The attainment gap between our most deprived children and least deprived children and young people is reduced.</p> <p>Improved health and wellbeing measures for all children and young people.</p>	31-Mar-2022	<div><div>100%</div></div>	<p>A mid-year report was submitted to the Scottish Government providing an evaluation of the Scottish Attainment Challenge programme. In summary, patterns of attainment are similar to previous years. Comparison to winter 2020 data suggests that:</p> <ul style="list-style-type: none"> • Attainment in P1 has increased across all measures and decreases in overall figures are due to lower P4 figures. • Decreases are largest in SIMD 30% most deprived group. • Decreases are largest in quartile 2 schools. • Listening & talking figures remain consistent across all stages. • Attainment in quartile 4 schools has increased across all measures. • Comparison to June 2021 figures for P1/P2 and P4/P5 cohorts suggests figures are lower than in 	Attainment Challenge Project Manager

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						<p>June. However, variation in type of data collected.</p> <ul style="list-style-type: none"> Attendance - there were some improvements in 21-22 but this is not a direct comparison to previous years due to schools closures / periods of home learning. <p>Health and Wellbeing - a range of central data has been collected this year, including the HWB national census data. This data demonstrates that services and interventions are having a positive impact on the social and emotional wellbeing of children and young people.</p>	
	CS.SDP.21.03d	Develop appropriate addiction pathways and interventions for justice service users at all stages of the justice system	Individuals at all stages of the justice system will access appropriate addiction support which helps to address some of the causes of offending and promote desistance.	31-Mar-2022		Funding ended on 7 March 2022 and the postholder reverted to their previous position. The final report was submitted to CORRA in March 2022	Criminal Justice Service Manager
	CS.SDP.21.03e	Ensure Renfrewshire is a 'Child Friendly' place where children are nurtured and thrive.	All children in Renfrewshire have the best possible start in life.	31-Mar-2022		With the appointment of the new Principal Educational Psychologist we are revisiting Renfrewshire Nurturing Relationships Approach to ensure that it is refreshed and embedded in the practice of all	Head of Education (Inclusion and Quality Improvement)

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						education staff within Renfrewshire Council. This has been coupled with a renewed focus on GIRFEC and The Promise.	
	CS.SDP.21.03f	Develop the Mental Health and Wellbeing Strategic Partnership with Barnardos to address the causes and symptoms of poor mental health in children and young people.	Children and young people enjoyed improved mental health and can access appropriate support if and when they need it.	31-Mar-2022	<div><div>100%</div></div>	The mental health strategy has been launched and Ren10 is now operational. Monitoring of services and review of needs now embedded in mental health oversight group.	Head of Childcare and Criminal Justice


Priority Strategic Priority 4: creating a sustainable Renfrewshire for all to enjoy


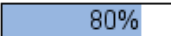




Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CS.SDP.21.04a	Continue to work with other council services to deliver improvements to the school estate which offer a high degree of environmental sustainability and energy efficiency.	Following the Council's declaration of a climate emergency in June 2019, the delivery of this action will make a critical contribution towards Renfrewshire being carbon neutral by 2030.	31-Mar-2022	<div><div>100%</div></div>	The Energy Management Unit (EMU) continues to implement energy efficiency initiatives to ensure environmental sustainability continues to improve within the education estate. At this time the EMU is also monitoring gas consumption to determine the impact of increased ventilation requirements resulting from Covid mitigations.	Education Manager (Resources)





Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CS.SDP.21.04b	Progress consultation and development work in relation to the priority schools identified in the School Estate Management Plan.	Pupils and staff enjoy a modern, fit for purpose, school estate which supports learning and achievement.	31-Mar-2022	<div><div>100%</div></div>	The Council's extensive £51.850m investment programme is supplemented by a School Improvement Fund (SIF) which has amounted to £4.35m. This fund supports smaller scale projects and a further allocation of £0.65m has been agreed from 2022 / 23 capital resources providing a total additional investment of £5m on school buildings. Paisley Grammar School Community Campus: Space planning consultants have engaged in extensive consultation with stakeholders to develop a strategic brief which has been approved by the PGSCC Governance Board and site visits to benchmark with other projects across the country are being planned and undertaken. Council funding of £10m towards the construction of a new build Thorn Primary School was agreed in February 2022. A formal process of application is required in relation to securing LEIP phase 3 match funding and a project status evaluation document will be developed in due	Education Manager (Resources)


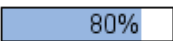


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						course. Bids are expected to be submitted for phase 3 funding in September / October 2022.	




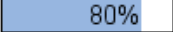
Priority Strategic Priority 5: working together to improve outcomes



Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CS.SDP.21.05a	Continue to support and strengthen leadership capacity of senior school staff to support delivery of school recovery programmes	<p>Leadership capacity is enhanced enabling fulfilment of school recovery programmes.</p> <p>Senior school leaders feel valued and supported to carry out their role with confidence and competence.</p> <p>Distributive leadership is increasingly evident across all establishments.</p>	31-Mar-2022	<div><div>85%</div></div>	Aspiring Primary PT sessions concluded apart from the final Enquiry sharing session scheduled for 25 April 2022. Learning Sets continue and training was delivered to interested senior leaders in the facilitation of Learning Sets. Five PT Learning Sets have been established (two secondary and three primary) and will run from now until Sept 2022. A working group was established to review and update the current Leadership Strategy. A new draft Strategy has been developed pending approval from the Head of Service and then JNC. Corporate training opportunities included Good Complaints Handling, ASN	Education Manager (Professional Development and Leadership)

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						Legislation and input from the Comms Team. Four applications were received and approved for the Into Headship Qualification 2022-23	
	CS.SDP.21.05b	Using the new Devolved School Management (DSM) Guidelines on school funding decisions for Local Authorities, published in June 2019, resume the collaborative work to update the authority's Delegated Management of Resources (DMR) Scheme by April 2022		31-Mar-2022		The revised draft scheme has been further updated thus ensuring stakeholders can use the guide more effectively to understand and implement national guidance and expectations. This is currently being finalised and will be ready to present to the new CS Board in June 2022.	Head of Education (Inclusion and Quality Improvement)
	CS.SDP.21.05c	Continue to participate in school, cluster, and regional moderation and pilot engagement with the West Partnership moderation porta	Staff will be skilled and confident in using a differentiated approach to meet learning needs of children and young people.	31-Mar-2022		All schools received the assessment and differentiation materials. A number of schools have already fully implemented the packages and if not fully implemented yet, plan to do so next session.	Education Manager (Curriculum)
	CS.SDP.21.05d	Review and adapt the Quality Improvement Framework, to align with recovery planning processes, and to promote empowerment and greater collaboration between establishments.	Establishments are supported and challenged to recover and improve through continued implementation of our robust QIF.	31-Mar-2022		Due to Covid challenges, all school reviews and digital learning thematic visits were postponed. The central team worked with Heads of Service to develop a QI proposal for Term 4 and for session 22-23 to maximise opportunities for collaboration and sharing practice. All establishments	Education Manager (Quality Improvement)

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						will be visited in May to provide support in improvement planning and discuss attainment data predictions. As another layer of support for Heads, facilitated trios discussions are planned as part of the joint Heads meeting in May with a focus on improvement planning. Training was provided by Education Scotland for all Heads on 'Self-Evaluation for Continuous Improvement'. The feedback from participants was very mixed. Feedback has been used to adapt the programme before it is rolled out to Deputes and middle leaders in May.	
	CS.SDP.21.05e	Support schools with the process of determining SQA provisional grades by setting up subject networks of Principal Teachers/Faculty Heads to allow moderation and validation of assessments to take place across schools.	Estimate grades for all young people will accurately reflect their learning and progress across all national qualifications.	30-Jun-2021		This action is complete and young people were advised of their grades in August 2021.	Education Manager (Senior Phase)
	CS.SDP.21.05f	Explore capacity to develop a bail supervision service within existing resources i.e. funding,	The negative impact of remand is reduced and individuals are	31-Mar-2022		The Criminal Justice Service manager remains involved in discussions regarding process but	Criminal Justice Service Manager

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		staffing, office accommodation, and the capacity of partners to take forward their requirements.	supported in the community to achieve good life goals.			also additional funding required to assist development. The updated national bail supervision guidance remains in progress. In March 2022 notice was obtained on additional funding to support this development. Planning is in process with the aim to commence service delivery by December 2022.	
	CS.SDP.21.05g	Build on current CJSW office space usage, increasing face to face office contact for all service users, including groupwork provision.	A range of interventions support individuals to address the reasons for offending and promote desistance.	31-Mar-2022		Capacity remains as previous, however updated building risk assessments are planned to move towards 1m social distancing which will allow increased office usage across a range of services. There is no change to agreements to transport individuals, which continues to impact on unpaid work provision.	Criminal Justice Service Manager
	CS.SDP.21.05h	Undertake a review of 'lessons learned' from lockdown and identify where face-to-face meetings in social work can be reduced.	Children and young people are required to attend fewer statutory meetings, reducing the impact on education and wellbeing.	31-Mar-2022		A mixed-mode approach to formal meetings in continuing for work relating child protection and Looked After reviews. Service users tend to prefer to attend in person while professionals from other agencies dial in via video. The approach is working well however there are	Quality Assurance and Practice Development Manager

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						challenges when particularly sensitive or fraught matters require discussion. Practitioners continue to use their professional judgement about the most appropriate means of conducting meetings, while maintaining Covid safety. It is likely that mixed-mode approaches will continue in the longer term for some meetings. Evaluation continues.	
	CS.SDP.21.05i	Review options for retaining some home-based working for social work staff	Productivity is improved and staff enjoy improved work-life balance.	31-Mar-2022		SW staff are working from the office at least three days per week. Many are full-time in the office. Home working is still available via individual agreements with line managers.	Quality Assurance and Practice Development Manager
	CS.SDP.21.05j	Work with HR to develop priority actions for Children's Services to support implementation of the council's new People Strategy.	The council has a workforce confident and capable of delivering its role.	31-Dec-2021		Lifelong learning is a key component of the requirements for all teaching staff to uphold the standards for the registration (GTCS) and is 100% embedded in the work that we do. For support staff we need to refresh the training around trauma and positive relationships along with nurturing approaches as we begin to move on from the pandemic.	Head of Education (Inclusion and Quality Improvement)

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CS.SDP.21.05k	Deliver a pilot /proof of concept of WiFi roll out to schools to demonstrate the benefits, and to explore what further opportunities it presents.	Pilot will inform the development of the business case for delivery across the whole school estate	31-Mar-2022	<div><div>75%</div></div>	Paisley Grammar School has now been connected to the Comms World connection and switches replaced. They are now able to connect to the wi-fi quicker than before. The 1-2-1 devices which were issued to S1 pupils in PGS from central stock and school stock for the pilot continue to be used daily. The school will undertake an evaluation of this pilot at the end of the session.	Head of Education (Curriculum and School Infrastructure) / Digital Learning Manager
	CS.SDP.21.05l	Develop a Business Case for the roll out of full Wi-Fi across the school estate, understanding the benefits that can be baselined and measured	Business case agreed, funding in place and programme developed and underway.	31-Mar-2022	<div><div>25%</div></div>	Business case complete. Funding still to be agreed to allow programme to be developed.	Head of Education (Curriculum and School Infrastructure) / Digital Learning Manager


CS 2021-22 Financial Year Scorecard

Report Type: PIs Report










Report Author: Jamie Gardyne







Generated on: 03 May 2022


















PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving
	Warning		No Change		No Change
	OK		Getting Worse		Getting Worse
	Unknown				
	Data Only				

Priority Strategic Priority 2: Building strong, safe and resilient communities

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q3 2021/22	Q4 2021/22	2021/22	Current Value	Current Target	Latest Note
					Value	Value	Value			
CHS/L GBF/01	Percentage of Looked After Children cared for in the community				93%	92%	88%	92%	89.9%	Performance remains stable with almost all looked after children being cared for in a community setting. Residential settings are more suitable for a small number of children and young people based on their particular needs but the service will always seek to place a child in a family setting where appropriate.
CHS/CJ /CPO/02	% of NEW unpaid work orders/requirement complete by the required date				86%	89%	90%	89%	75%	Court services are recovering and work is underway to address their significant backlog. The number of new orders imposed has increased throughout the year and the service has continued to prioritise workloads and deliver unpaid work activity in accordance with safe working guidelines.
CHS/C PR/01	Percentage of children registered in this period who have previously been on the				12%	30%	14%	30%	N/A	There were 33 new CP registrations between January and March 2022; 10 children from 2 families had previously been registered within the last 2 years. Re-registrations are monitored as part of the Renfrewshire Child







Code	Short Name	Status	Short Term Trend	Long Term Trend	Q3 2021/22	Q4 2021/22	2021/22	Current Value	Current Target	Latest Note
					Value	Value	Value			
	Child Protection Register									Protection Committee's performance management to ensure that there have been no inappropriate de-registrations. Please note previously all re-registrations were reported on regardless of time frame, however from Q1 of 2021/22 this indicator has been changed to report on re-registrations within the last 2 years only, which is in line with the reporting of re-registrations in the RCPC minimum dataset.
CHS/LA C/02	Percentage of accommodated Looked After Children placed with families				90%	89%	88%	89%	83%	Kinship placements were included in this measure from Q2 onwards, resulting in an increase in this figure. Almost all accommodated children are in a family setting and this will continue to be the preferred option. There are cases where it is more appropriate to support a looked after child in a residential placement, or where a hearing considers this necessary.
RCPC/01	Number of children on the Child Protection Register at quarter end date				66	61	61	61	N/A	There were 61 children on the Child Protection Register as at the reporting period end date in Q4 of 2021/22, compared to 66 children as at the reporting period end date in Q3. During Q4, there were 33 children newly registered and 38 children de-registered. Trends in child







Code	Short Name	Status	Short Term Trend	Long Term Trend	Q3 2021/22	Q4 2021/22	2021/22	Current Value	Current Target	Latest Note
					Value	Value	Value			
										protection activity are monitored by the Renfrewshire Child Protection Committee which receives report on a range of performance measures.
CHS/CJ/CPO/02	% of NEW unpaid work orders/requirement complete by the required date				86%	89%	90%	89%	75%	Court services are recovering and work is underway to address their significant backlog. The number of new orders imposed has increased throughout the year and the service has continued to prioritise workloads and deliver unpaid work activity in accordance with safe working guidelines.
CHS/CJ/CPO/01	The percentage of NEW clients subject to a new supervision order seen by a supervising officer within 1 week				64%	56%	55%	56%	85%	All contacts are scheduled within this period where possible based on staff access to accommodation, with dependence on service user compliance. Work is underway to increase accommodation access based on 1m which will increase capacity for contact within required timescales.
CHS/CJ/CPO/04	Percentage of NEW unpaid work clients seen within 1 working day of the order				18%	12%	16%	12%	70%	Performance has declined compared owing to the challenges presented by Covid-related operating procedures. There are fewer opportunities for court contact, with systems,

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q3 2021/22	Q4 2021/22	2021/22	Current Value	Current Target	Latest Note
					Value	Value	Value			
										<p>staffing levels and access to accommodation providing impacting this measure.</p> <p>Work is underway to increase accommodation access based on 1m which will increase capacity for contact within required timescales.</p>
CHS/CJ/CPO/05	Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order				39%	17%	30%	17%	75%	<p>All attempts are made to meet this requirement. A backlog was addressed prior to recommencement, utilising staff overtime. Prior to Covid inductions were delivered as a group activity however this changed to individual sessions due accommodation constraints and social distancing. Work is underway to increase accommodation access based on 1m which will increase capacity for contact within required timescales.</p>
CHS/CJ/CPO/06	Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order				29%	33%	29%	33%	65%	<p>During COVID, the demand for weekend work placements significantly increased. This unprecedented shift, combined with restriction on numbers and transport limitations, presented challenges in the availability and facilitation of work placements, thus delaying start dates. Isolation and COVID absence for staff and service users has also had significant impact. The service has created additional staff</p>










Code	Short Name	Status	Short Term Trend	Long Term Trend	Q3 2021/22	Q4 2021/22	2021/22	Current Value	Current Target	Latest Note
					Value	Value	Value			
										posts to increase weekend capacity, however recruitment challenges have meant these have not yet been filled. Posts are in the process of being readvertised.

Priority Strategic Priority 3: Tackling inequality, ensuring opportunities for all

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q3 2021/22	Q4 2021/22	2021/22	Current Value	Current Target	Latest Note
					Value	Value	Value			
CHS/EY/03	% of entitled 2 year olds accessing 1140 hours of early learning and childcare				100%	100%	100%	100%	N/A	All eligible 2-year-old children are in receipt of this provision, in accordance with legislation.
CHS/EY/04	% of 3 and 4 year olds accessing 1140 hours				100%	100%	100%	100%	N/A	All 3- and 4-year-old children are in receipt of this provision, in accordance with legislation.

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q3 2021/22	Q4 2021/22	2021/22	Current Value	Current Target	Latest Note
					Value	Value	Value			
	of early learning and childcare									
CHS/LA C/CL/01	Percentage of care leavers participating in employment, training or education				56%	59%	59%	59%	55%	Performance exceeds the target of 55%. The figure of 59% reflects that 89 out of 152 care leavers are in employment, education or training. These figures are a snapshot taken at the end of each quarter based on young people being supported by Throughcare at that date, so the year end figure is the same as Q4.
CHS/LA C/CL/02	Percentage of care leavers who have had a period of homelessness in the last 6 months				6%	2%	2%	2%	0%	The figure of 2% equates to fewer than 5 young people. All individuals were either living with family members or provided with temporary homeless accommodation either in Renfrewshire or in other local authority areas. Throughcare and Housing continue to work together to prevent homelessness and to support young people in sustaining tenancies. These figures are a snapshot taken at the end of each quarter based on young people being supported by Throughcare at that date, so the year end figure is the same as Q4.

Priority Strategic Priority 5: Working together to improve outcomes

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q3 2021/22	Q4 2021/22	2021/22	Current Value	Current Target	Latest Note
					Value	Value	Value			
CHS/C ORP/01a	% of Stage 1 complaints responded to within timescales agreed with customers				93%	75%	88%	75%	95%	In Q4. Children's Services received 12 complaints, of which 9 were completed within target. In 2021/22, a total of 68 Stage 1 complaints were received, with 60 responded to on time.
CHS/C ORP/01b	% of Stage 2 complaints responded to within timescales agreed with customers				63%	60%	65%	60%	95%	In Q4 Children's Services received 10 Investigation complaints, of which 6 were completed on time. In 2021/22, a total of 54 Stage 2 complaints were received, with 35 responded to on time.
CHS/C ORP/03	% of FOI requests completed within timescale by Children's Services				89%	100%	94%	100%	100%	In Q4 Children's Services had 28 FOI responses due in this quarter and all were completed within the required timescale. Over 2021/22, a total of 135 FOIs were received, with 127 responded to on time.











CS 2021-22 Academic Scorecard












Report Type: PIs Report

Report Author: Jamie Gardyne

Generated on: 03 May 2022

PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving
	Warning		No Change		No Change
	OK		Getting Worse		Getting Worse
	Unknown				
	Data Only				










Priority Strategic Priority 1: Reshaping our place, our economy and our future




Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		Latest Note
					Current Value	Current Target	
CHS/ATT/01a	% of Leavers attaining literacy SCQF Level 4				97%	98%	The percentage of leavers in Renfrewshire achieving literacy and SCQF level 4 or above has continued to increase over the past 5 years to 97% and has almost reached the very ambitious target set. This figure is ahead of our virtual comparator, at 96%, and the national figure of 95%.
CHS/ATT/01b	% of Leavers attaining numeracy SCQF Level 4				94%	94%	The performance of Renfrewshire school leavers in numeracy at SCQF level 4 or above has decreased to 94% since the previous year. This is level with the virtual comparator which is 94%, and ahead of the national figure of 92%. This represents an increasing trend over each of the last 5 years.
CHS/ATT/01c	% of Leavers attaining literacy SCQF Level 5				90%	86%	Attainment of school leavers in literacy at SCQF level 5 or above has increased since 2019/20. Renfrewshire has consistently been ahead of both the national average (83%) and its virtual comparator (88%) for the previous 3 years.




Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		Latest Note
					Current Value	Current Target	
CHS/ATT/01d	% of Leavers attaining numeracy SCQF Level 5				80%	75%	The percentage of school leavers achieving SCQF level 5 or above in numeracy has increased to 80%. Renfrewshire remains above the virtual comparator, which rose to 78%, and the national figure of 72%. Over 5 years, the percentage achieving level 5 numeracy or above has increased by 4 percentage points.
CHS/ATT/12	Average Complementary Tariff (S4)				320	316	The average complementary tariff score of S4 pupils in Renfrewshire has continued to increase over the previous 3 years. Renfrewshire's score is greater than that of the national average and its virtual comparator, for the fifth year in a row.
CHS/ATT/13	Average Complementary Tariff (S5)				628	565	The average complementary tariff score of S5 pupils in Renfrewshire has continued to increase over the previous 5 years, with the latest figure showing further improvement compared to the previous year. Renfrewshire's score is above the national average and its virtual comparator for the fifth year in a row.
CHS/PD/01	% of School leavers in a positive destination				97%	95%	The percentage of 2020/21 leavers entering a positive destination has increased from previous years to 97%. Renfrewshire is ahead of both the







Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		Latest Note
					Current Value	Current Target	
							national figure and the virtual comparator in this measure - both comparators have also increased since the previous year. The majority of our school leavers went into higher education. The figure this year was 49%, above the national average of 44%. A further 23% of leavers went to further education, with 22% went into employment, after a drop to 17% in the previous year; indicating an economic recovery.
CHS/PD/02.	No of foundation apprenticeships accessed by Renfrewshire school pupils	N/A	↑	↑	44	N/A	This indicator was introduced in 2020/21 and target will be set following the establishment of baseline data. During 2020/21, 44 young people from Renfrewshire schools began foundation apprenticeships. It is intended to grow this number year on year as part of our wider goal of positive post-school destinations for all our young people

Priority Strategic Priority 3: Tackling inequality, ensuring opportunities for all

Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		Latest Note
					Current Value	Current Target	
CHS/ATT/07	Percentage gap in average total tariff score of school leavers resident in SIMD 30% most deprived and those from the 70% least SIMD deprived Renfrewshire areas.				34%	32%	The size of the gap between pupils living in most and least deprived areas has remained the same in the 2020/21 cohort. Please note - as SQA exams were cancelled as a result of Covid-19, 2020/21 data should be treated with caution as it is not a direct comparator with previous years
CHS/ATT/08	Average Total Tariff Score of Looked After Children (school leavers)				471	320	The average total tariff of care-experienced school leavers increased in 2020/21 to 471. However, due to the small number of looked after pupils in each leavers cohort there can be considerable variation in the average tariff from year to year.
CHS/ATT/09	Gap between the Average Total Tariff Score of Looked After Children (school leavers) and that of the total Renfrewshire leavers cohort				58%	64%	The percentage gap between the average total tariff between looked after school leavers and the general cohort decreased considerably in 2020/21 to 58%. The number of looked after pupils in each leaver's cohort is small therefore a high degree of variation is expected in these figures year on year.
CHS/ATT/14	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas	Cancelled for 2020/21					The 2021 data collection did not include secondary attainment therefore there isn't a comparable figure available.

Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		Latest Note
					Current Value	Current Target	
	and those living in 70% Least Deprived Areas (SIMD)						
CHS/ATT/15	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)						
CHS/ATT/16	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils entitled to Free School Meals and pupils not entitled						
CHS/ATT/17	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils entitled to Free School Meals and pupils not entitled						
CHS/SCH/07	% of children attending school (Primary)				94.6%	95.5%	This information is collated and published biennially by the Scottish Government. The latest publication gives the figure for Renfrewshire's primary attendance

Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		Latest Note
					Current Value	Current Target	
							to be 94.6%, compared with a Scottish average of 94.0%. However, it should be noted that this figure is only based on the portion of the year that schools were physically open and does not include the lockdown periods due to the Covid-19 pandemic where schools were closed, and children were undertaking home learning. It should also be noted that pupils who were self-isolating when the schools were open are included in the figure if they could be supported to learn at home.
CHS/SCH/08	% of children attending school (Secondary)				87.9%	91%	This information is collated and published biennially by the Scottish Government. The latest publication gives the figure for Renfrewshire's secondary attendance to be 87.9%, compared with a Scottish average of 89.1%. However, it should be noted that this figure is only based on the portion of the year that schools were physically open and does not include the lockdown periods due to the Covid-19 pandemic where schools were closed, and children were undertaking home learning. It should also be noted that pupils who were self-isolating when the schools were open are included in the figure if they could be supported to learn at home.

Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		Latest Note
					Current Value	Current Target	
CHS/SCH/09	% of young people choosing to stay onto S5 after January (as % of S4 roll at September previous year)				94%	92%	Stay-on rates remain high and most pupils remain in school until at least S5. Initiatives such as foundation apprenticeships and the provision of vocational education provided by West College Scotland but delivered in-school give pupils a range of options in the senior phase.
CHS/SCH/10	% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)				74%	70%	The number of pupils staying on until S6 has increased since this indicator was introduced in 2017, when the S6 stay on rate was 66%. Education for the senior phase has a strong focus on personal development and employability skills as well as on academic attainment, supporting our goal of positive post-school destinations for all.

Priority Strategic Priority 5: Working together to improve outcomes

Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		Latest Note
					Current Value	Current Target	
CHS/SCH/05	Percentage of pupils satisfied with establishments Education Scotland Survey	Cancelled for 2020/21			Figures for this indicator are taken from pupil responses to surveys sent out by inspectors. Due to the suspension of inspections during the Covid-19 pandemic, we are unable to report on this indicator for 2020/21.		